

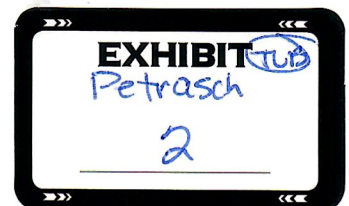
To: Koepnick Claudia, PM-6[Claudia.Koepnick@bmw.de]
From: Petrasch Christine, TX-6
Sent: 2021-10-01T18:03:33Z
Importance: Normal
Subject: PR_210726_PE-Tag_P-Kreis_final_Auszugfür TX6_v3.pptx
Received: 2021-10-01T18:03:00Z
[PR_210726_PE-Tag_P-Kreis_final_Auszugfür TX6_v3.pptx](#)

...wie erwartet – hier die von Sherry entschiedene Version.

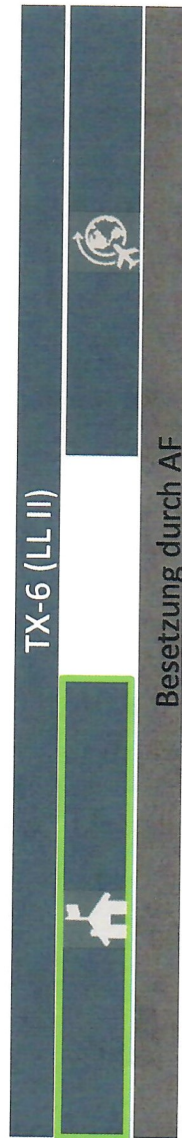
.... sie will noch nicht einmal mit unserer langjaehrigen TX-6 Assistenz arbeiten....

Bitte mache die Eva fix und bitte lasse uns mit dem Assignment prozess – geplanter Starttermin waere bereits der 1.01.

Gruesse christine

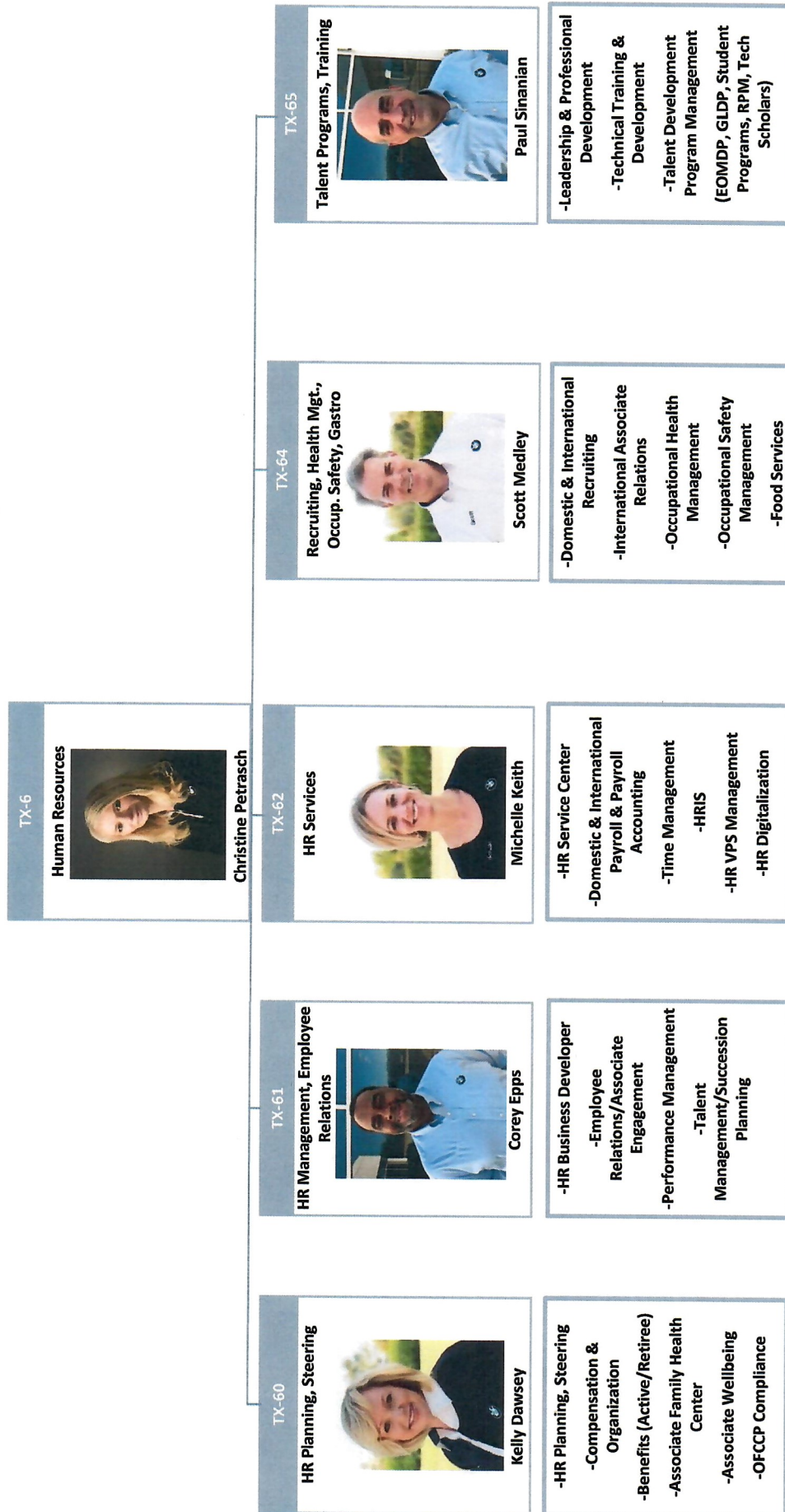


NACHFOLGEPLANUNG TX-60, TX-61.



TX-60 (LL III)	Kelly Dawse Y	TX-64	Scott Medle Y	TX-6 HR Project (2 Jahre)
<ul style="list-style-type: none"> Eva Burgmeier Alexander Seefelder 		<ul style="list-style-type: none"> Kelly Dawsey (TX-60) <p>in NFP für: TX-71 (aktuell: Gene Ko – mittelfr.) Ggf. MN-7 (Nachbesetzung geplant Mitte 22) Ggf. TV-54 Greer 3 Amerika (akt. Bettina Rahmann, Expat 12/23)</p>		<ul style="list-style-type: none"> Scott Medley (TX-64) <p>in NFP für: TV-54 Greer 3 Amerika (akt. Bettina Rahmann, Expat 12/23) PI-41 Immobilienbereitst./Region Amerika (Kevin McCraw) PI-45 Sicherheit/Region Amerika (Todd Kreisher, 2-3 Jahre vor Retirement)</p>

CURRENT TX-6 ORGANIZATIONAL OVERVIEW. DATE 10/2021.



TX-6 HR PROJECT (2 YEARS WITH STARTING DATE 01/2022) .

Work in progress – we also will add Workforce Development – get qualified WF here in SC together with state/ governmental affairs.

BMW Manufacturing Co., LLC Task, Competence, Responsibility: TX-6, Workforce Engagement and Development in a Non-Union Environment with focus on Legal / HR Topics

Responsibility

- Responsible for the re-development of the Issue Free Strategy for the Business Entity BMW Manufacturing Co., LLC, considering the workplace transformation to a new normal managing through volatility, uncertainty, complexity and ambiguity (VUCA).
- Responsible for developing an ideal workforce / leadership model, conducting a gap analysis and setting an action plan to work towards achievement of the ideal Issue Free State.
- Responsible for defining and developing the leadership training (for instance Positive Management Leadership training) / preparation that is needed to ensure that the union free environment at BMW MC is maintained.
- Works as a consultant to HR and Senior Leadership on immigration topics including VISA's, localization requirements and international travel personnel requirements. Works as a consultant to all entities in the US Region on Workforce Transfers, policy differences / interpretations and BMW Occupational health and safety workplace guidelines.
- Develops the HR and Legal guidelines for on-going projects / initiatives such as Connected Work, Contract Workforce management and mitigation of co-employment risks.

Competence

- BA/BSc degree in Business, Engineering or a 4 year applicable field of study.
- 10+ years of professional experience to include Human Resources, Business Operations and Non-union workplace steering.
- Leadership experience, preferably in an automotive manufacturing environment.
- Strategic, Operational planning and implementation skills.
- Project Management and implementation experience.
- Advanced communication skills addressing all levels of the organization.
- Knowledge of US Fair Labor Practices, Co-employment risks, National Labor Relations and other applicable US legal standards.
- Excellent communication skills and ability to manage at all levels within BMW MC.
- Collaboration ability allowing for strategic movement to ensure the workplace / workforce of the future.

Task

- Developing an updated BMW MC Issue Free strategy and operational program that ensures the maintenance of the union free environment.
- Conducts a gap analysis in all relevant topics (i.e. leadership, policies, legal compliance) to the Roadmap.
- Develops revised / updated HR policies that will take BMW MC into the next 25 years of operations while mitigating the risks of unionization.
- Evaluates current leadership development programs against the updated strategy and redesigns and plans the go-live of such programs (for instance Positive Management Leadership Take 2).
- Steers as a consultant, the increasingly complex immigration environment to ensure business continuity when external to BMW MC BMW resources are needed to support the business.
- Provides direction and guidance on inter-country Workforce Transfers and business area entity transfers (i.e. Continental Distribution Center from BMW NA to BMW MC).
- Develops strategic HR and Legal input and guidelines on topics such as, Contract Workforce Management and mitigation of co-employment risks, Connected Works application and implementation to address the changing workforce.
- Works as a partner with the Governmental Affairs and Legal Teams ensuring knowledge transfer in on-boarding of new Senior Leadership and within the AJ community.

Creation Date	05/24/2021	Valid From	To be confirmed	Comments
Creator	Kelly		Dawsey	TX-60
Participant Business				
Reviewer	Christine		Petrash	TX-6